



BPA VACANCY ANNOUNCEMENT (# 00-406)

U.S. DEPARTMENT OF ENERGY
BONNEVILLE POWER
ADMINISTRATION

POSITION AND LOCATION FISH and WILDLIFE BIOLOGIST, GS-480-14, PORTLAND, OR

OPENING DATE
07/24/00

CLOSING DATE (*Close of Business*)
08/21/00

ANNUAL PAY RATE
GS-14 - \$71,961.00 - \$93,545.00

Selections at Bonneville Power Administration (BPA) are based on merit and are accomplished without regard to political, religious, or union affiliation or non-affiliation, marital status, race, color, national origin, sex, sexual orientation, age, or non-disqualifying physical disability; nor will such action be based upon any personal relationship, patronage, or nepotism.

WHO MAY APPLY: Career and Career Conditional Employees of Bonneville Power Administration, Transfer Eligibles, Reinstatement Eligibles, 30% or more Disabled Veterans, Veterans eligible to apply under the Veterans Employment Act of 1998, and CTAP/ITCAP Eligible.

POSITION LOCATION: Corporate, Environment, Fish & Wildlife, Anadromous Resident Fish & Wildlife-KEW

NOTES

The full performance level of this position is GS-14.

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

CAREER TRANSITION ASSISTANCE PROGRAM (CTAP)/INTERAGENCY CAREER TRANSITION ASSISTANCE

PROGRAM (ICTAP): Displaced or surplus employees who may be entitled to consideration under CTAP/ICTAP must meet the OPM and BPA requirements for consideration. In order to receive consideration, displaced/surplus employees must apply for consideration. For additional information, please refer to www.opm.gov or to www.bpa.gov. You may also call the point of contact for this position for CTAP/ICTAP information and assistance.

DUTIES AND RESPONSIBILITIES: Serves as Senior Biologist for the coordination and implementation of fish and wildlife habitat and watershed restoration and for providing scientific and technical analyses and guidance of fish and wildlife actions taken by BPA. Manages, coordinates, and provides technical oversight and leadership for the development and implementation of BPA fish and wildlife projects and watershed programs. Serves as a technical expert on interagency committees and those established by the National Academy of Sciences, and the Northwest Power Planning Council. Applies in-depth knowledge of ecological requirements of Pacific Northwest fish and wildlife and their habitats to design new studies and validate experimental designs and testing criteria for major, complex research and habitat improvement projects such as those for the All H plan. Develops and coordinates workshops such as Habitat Restoration in large rivers or sampling requirements of an effective CWT program of interest to BPA and the region. Participates as a scientist in regional, national and international meetings, conferences, and symposia where issues are discussed that are relevant to Columbia River fish and wildlife resources. Responsible for transmitting lessons learned from these meeting and effectively communicating complex fish and wildlife issues to BPA staff and the public. Provides consultation, guidance, and support in the fields of fish and wildlife biology and aquatic/terrestrial ecology to BPA staff and management and in particular to Fish and Wildlife Project Managers (GS-13 and below) who have no or little biological training. Provides advanced technical guidance to units within BPA or constituent agencies on the application of scientific methodologies of complex projects addressing fish and wildlife resources. Develops technical/research programs as needed by BPA to implement fish and wildlife projects and programs of vital interest to BPA. With other Senior Scientists and Senior Biologists plans, implements and review bi-annual BPA sponsored research workshops. Serve on special projects and assignments of a highly technical nature. Consults with senior Northwest Power Planning staff, University staff, and the Independent Scientific Review Panel on fish and wildlife habitat protection and enhancement actions and on watershed restoration matters, ESA recovery actions, marking and tagging options, and project and program development and management. Works with regional players in a team approach for developing solutions to biological and policy issues. Incumbent is expected to understand and help develop Fish and Wildlife Subgroup and BPA program policies and to represent and support them assertively in Program implementation. Provides biological expertise and advise regarding the purpose, need, and scope of statements of work, implementation plans, performance criteria, monitoring and evaluation plans, and any other pertinent technical information used to develop procurement solicitations for fish and wildlife projects. Incumbent is to be vigilant for technical, tactical or

institutional impediments to program implementation, and guide BPA to innovative, effective solutions which are acceptable to the NPPC, state, tribal, and federal fish and wildlife managers, project operators, utilities and other interest groups. Serves as Contracting Officer's Technical Representative (COTR) when delegated such authority. Negotiates technical matters and monitors performance and compliance with the contract to ensure that BPA receives goods and services that conform to the technical requirements set forth in the contract. Performs routine project management activities such as planning, scheduling, resolving critical milestone issues, and budgeting. Stays abreast of important new developments in fish and wildlife and ecological sciences by reviewing peer-reviewed or gray literature, attending regional, and maintaining close contacts with regional experts. Provide for the two-way dissemination of information by writing, presenting, and publishing technical papers. May be required to operate a motor vehicle on an incidental basis.

BASIC REQUIREMENTS:

- A. Successful requirement of a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree in biological sciences, agriculture, natural resource management, chemistry or related disciplines appropriate to the position. **OR**
- B. Combination of education and experience – Courses equivalent to a major, or at least 30 semester hours in courses, as shown in A above, plus appropriate experience or additional education. **OR**
- C. Four years of experience that demonstrated the applicant acquired knowledge and understanding of one or more of the biological sciences, agriculture, natural resource management, or related disciplines equivalent to that which would have been acquired through completion of a 4-year course of study as described in A above.

QUALIFICATION REQUIREMENTS: Applicants must have had a total of 1 year specialized experience that has equipped the applicant with the particular knowledge's, skills and abilities to perform successfully the duties of the position, and that is typically related to the work of this position. **Specialized Experience** is defined as experience working in a position which would have given the applicant extensive knowledge of fisheries and aquatic management. To be creditable, specialized experience must have been equivalent to at least one year at the next lower grade level of the position to be filled.

Note: Applicants who have qualifying experience performed on less than a full-time basis must specify the percentage and length of time spent in performance of such duties.

TIME-IN-GRADE RESTRICTION(s):

Applicants must have served 52 weeks at the next lower grade level in the Federal service.

- For GS-14, 52 weeks at GS-13.

BASIS OF RATING: No written test is required. If qualified, ratings will be based on an evaluation of the quality and extent of experience, education, and training in relation to the following knowledge's, skills, and abilities. Applicants must submit narrative responses to the following knowledge's, skills and abilities:

- 1 **Facilitating Work.** Ability to establish and define long- and short-term organizational goals; clearly define required work results and establish parameters for accomplishments of these results, to facilitate a collaborative decision making process; to encourage problem solving by subordinates; make functional assignments based on recognized employee strengths; develop and gain support for the organization's vision.
- 2 **Effective Communication.** Ability to clearly and concisely share information with subordinate staff; to present both verbally and in writing ideas which are shared with employees at all levels; to develop an atmosphere of teamwork through shared ideas and shared goals; to negotiate resolution of controversial issues; to build relationships internally and externally, which facility the accomplishment of work.
- 3 **Innovation.** Ability to develop new or improved methods and hypotheses to assess, implement, monitor and adapt hatchery/production projects and issues.
- 4 **Project Management.** Ability to provide project management and leadership through the use of effective team building, coaching, and mentoring; assign accountability and responsibility as appropriate; establish standards of quantity and quality for work produced; and provide feedback on work accomplishments.
- 5 **Overall Implementation.** Ability to apply principles of Fish and Wildlife ecology habitat restoration and monitoring/evaluation to plan, implement, monitor and adaptively change Fish & Wildlife policy and mitigation practices.
- 6 Knowledge of Northwest Power Planning Council's (Council) Fish and Wildlife Program, Salmon Recovery Plan and Tribal Salmon Recovery Plan and how they apply to research related mitigation measures.

APPLICATION INFORMATION:

There is no specific required application form. There is specific information that you are required to submit. For further information on completing your application, please refer to the statement below "Required Information on Resumes."

- Applicants may, at their choice, submit a resume, the Optional Application for Federal Employment (OF 612), a copy of the obsolete Application for Federal Employment (SF 171), or any other written application format.
- All applications must contain sufficient information to determine eligibility for the position.
- **Applicants will not be contacted for missing information. Material received after the closing date will not be accepted.**

HOW TO APPLY:

Submit your application with supplemental information. It must be received with the application. Your application package should include the following:

1. Your resume, or other application, that fully describes your education and experience.
2. Narrative responses to Knowledges, Skills, and Abilities.
3. College Transcripts.
4. SF-50, Notification of Personnel Action (if applicable)
5. DD-214, Member 4 (if applicable)

REQUIRED INFORMATION ON RESUMES :

1. Announcement number, title, and grade of the position for which you are applying.
2. Your full name, mailing address, and day and evening telephone number.
3. Your Social Security Number.
4. Country of citizenship.
5. High school attended which includes name of high school, location (city/state), and date of diploma or GED.
6. Work experience (Paid and non-paid experience related to the job for which you are applying. Include job title, duties and accomplishments, employer's name and address, supervisor's name and phone number, starting and ending dates, hours worked per week, salary).
7. Indicate if we may contact your current supervisor.
8. A list of other job related training, skills (for example, languages, tools, machinery, typing speed, etc.), certificates and licenses, honor societies, awards, professional membership, publications, leadership activities, performance awards, etc.

FORMS AVAILABILITY: All application materials may be obtained from all Bonneville Power Administration Human Resources offices (5411 NE Highway 99, Plant Services Building, Vancouver, WA, or 905 NE 11th Avenue, Portland, OR), or by calling 360-418-2090 or 503-230-3055. You may also download a copy of this announcement, including all forms from our website at www.bpa.gov

If you have questions, you may call the Staffing Center, 360-418-2090 or 503-230-3055.

Do not submit letters of recommendation, copies of awards, training certifications, copies of position descriptions, or published works unless specifically requested above. Applicants should retain a copy of their application as BPA does not return applications or provide copies.

WHERE TO APPLY:

Bonneville Power Administration, ATTN: Personnel Services – CHM-1, PO BOX 3621, Portland, OR 97208-3621.

RECEIPT OF APPLICATION:

Your complete application must be received by the closing date (close of business). You may also submit your application by fax or email.

Applicants will be notified of receipt of their application package.

FAX APPLICATIONS:

Faxed applications should be sent to **360-418-2063**. Applicants are responsible for ensuring that application materials transmit successfully.

EMAIL APPLICATIONS:

Applications should be sent as email attachments to: **bpaapplicants@bpa.gov**. The Announcement Number must be included in the subject line of the email. Required forms may be sent as email attachments, may be faxed, or sent as hard copy. Application materials provided by different means must be cross-referenced so they may be combined at BPA. Applicants who apply by email will receive an email confirmation. Applicants are responsible for ensuring that application materials are formatted in a manner that will transmit successfully.

THE BONNEVILLE POWER ADMINISTRATION IS A HARASSMENT FREE WORKPLACE.

www.va.gov	www.bpa.gov	www.usajobs.opm.gov	http://www.opm.gov/qualifications/index.htm
Veterans	Bonneville Power	Office of Personnel	Office of Personnel Management
Administration	Administration	Management Jobs	